

UNIVERSITY  
OF TORONTO

# Bulletin

NUMBER 20  
42nd YEAR  
MONDAY,  
JUNE 12,  
1989

## Beijing massacre provokes horror, fear

'After three phone calls, I was shaking'

by Jane Stirling

ON SATURDAY, June 3, Benny Yang could have met the same fate as three of his former classmates from Beijing Normal University. They were gunned down in Tiananmen Square while demonstrating for democratic rights.

If Yang, a Beijing native, had been in the city, he would have been one of the thousands of student protesters. But he is in Canada, studying for his PhD at the Ontario Institute for Studies in Education.

He's safe but he's still frightened.

The full horror of the massacre became clear Saturday afternoon when Yang made a few phone calls to Beijing hospitals on behalf of a Toronto television station.



Benny Yang

"I asked doctors what kind of injuries there were. They said bullets, some were run over by tanks, some had been beaten up. One boy was shot from behind. After three phone calls, I was shaking. It was very painful."

Yang was one of about 250 University students and visiting scholars who participated in a mass rally June 4. About 25,000 people from Toronto's Chinese community and other supporters

walked to the Chinese consulate on St. George St. carrying signs of protest and chanting slogans condemning the killings.

Students at the University are intent on conveying the reality of the

*See SUPPORT: Page 2*

## Stats show harassment wide-spread

by George Cook

IN HER FIRST annual report to the University Affairs Board and Governing Council, Sexual Harassment Officer Nancy Adamson reports 67 harassment cases in 1988-89.

Of those, 61 became informal com-

## Erindale gets \$1.5 million

ERINDALE COLLEGE has received \$1.5 million from the province's accessibility capital fund for new classroom and office space.

The grant was announced by Lyn McLeod, minister of colleges and universities, at a news conference at Erindale May 29. Joining the minister were Joan Randall, chair of Governing Council; Provost Joan Foley; Mary Alice Stuart, chair of the Breakthrough campaign; Ignat Kaneff, chair of Erindale's Building Fund Campaign; Mississauga West MP Steve Mahoney; other local dignitaries; and students, faculty and staff.

"I am particularly pleased the government is able to contribute to this project, given Erindale's critical need for more classrooms and office space," said McLeod.

Mahoney said the grant "will greatly enhance an important educational resource for the people of Mississauga."

The Mississauga campus opened in 1967 with an enrolment of 200. Today there are 5,400 undergraduate students at Erindale and 115 graduate students. Campus capital development, halted in 1973, left Erindale short of space. The target of the college's fundraising campaign is \$6 million for a new academic building.

A student centre, based on expanding the existing Crossroads Building, will provide improved facilities for student services and activities.

plaints: 26 of physical harassment, seven of threat or reward, 24 of verbal misconduct and several others. In these cases, the complainants could have made a written charge but chose not to.

Only nine percent of those who were eligible to launch a formal complaint did so, the report says. "The reasons for this are complex. Complainants are extremely frightened of the alleged harasser. They fear retaliation, especially if they are graduate students complaining about the behaviour of a thesis supervisor....

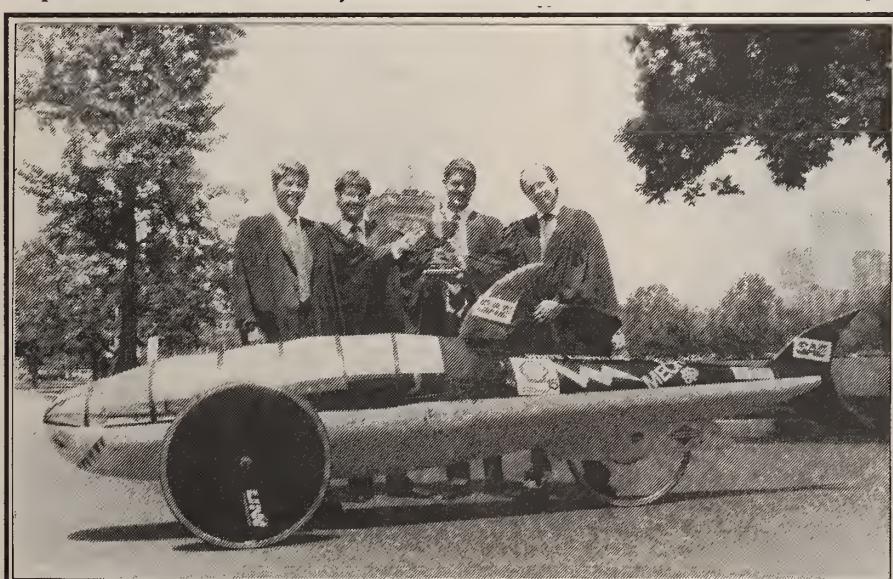
"Many complainants are also quite realistic about the formal complaint procedure; they are aware of what a criminal burden of proof means to them, especially in situations where there aren't witnesses and where the alleged harasser is perceived as a powerful person within the University and the

larger academic community."

Verbal harassment from the front of the class is particularly disturbing, the report says. "Alleged comments range from one male faculty member reminding his all-female class at the end of each evening that 'I can be bought,' to another male faculty member telling female students that if they wanted to get an A in the course they only need to be 'well-endowed' and wear a wet T-shirt to class."

Adamson received six formal complaints — in which written charges were filed with the sexual harassment office and copies sent to the respondent. Three were resolved in mediation, one was suspended, one resulted in a hearing and conviction and one has yet to be resolved. Four involved charges of verbal harassment, two physical behaviour.

*See HARASSMENT: Page 7*



## Graduates get good mileage

Who wouldn't like to own a car that gets 1,963 miles per gallon? Four 1989 mechanical engineering graduates designed the University's best-ever high-mileage vehicle which recently placed third in a competition in Oakville. Brian Wiggins, left, Mike Knappers, Jonathan Lazenby and Gordon Verdin were the brains behind the aptly named "White Lightning."

## Staff salaries up 5.6% plus merit

by Karina Dahlin

STAFF MEMBERS at U of T will receive a 5.6 percent salary increase or \$1,290, whichever is greater, on July 1. The settlement was approved by the Business Board May 29 and by the UTSA board of representatives June 5.

"It is a very fair settlement," said Alec Pathy, vice-president (human resources). "I am always pleased when we can reach an agreement with a staff group."

The settlement is significant, said David Askew, president of the staff association. "It is the first time the University has acknowledged the Toronto consumer price index. That is good."

The increase, however, does not equal the CPI figure used by UTSA in the discussions. The association had asked for an increase matching the inflation rate for Toronto, plus a 4.7 percent increase to compensate for previous years when increases were below inflation.

In January the Toronto CPI was five

### Dental plan changes 'good news for everyone'

percent. By May, when the two sides discussed the salary and benefits package, it had reached 6.5 percent.

(The inflation rate

in April for Canada was

4.6 percent.)

"An increase of 11.2 percent would have restored our purchasing power to what it was five years ago," Askew said. "We are still taking a pay cut to work here."

Pathy disagreed with Askew's interpretation. The year-over-year inflation rate for Toronto is 5.7 percent, he said. This figure is more reliable than monthly figures because it does not show the month-by-month "blips."

The increase is also comparable to that given faculty members in April. They will receive a 5.75 percent increase this year and a five percent salary increase in 1990-91. A University survey shows that the salaries offered at U of T are competitive with the Toronto market, Pathy said.

On average the cost of the salary increase is 5.7 percent. Pathy said the benefits package represents an additional one percent increase to 6.7 percent. The total cost to the University is \$5.6 million, not including the merit increases, which average 2.2 percent.

Can the University afford it? "Not without a lot of pain and reorganization of services," Pathy said. "But one has to pay appropriate salaries to attract qualified people."

Changes to the dental plan are "good news for everyone," said Askew. From Aug. 1, the plan will provide dentures, crowns and bridges, with a maximum annual claim of \$1,500 per person. Premium sharing will remain on the basis of 80 percent paid by the University and 20 percent by staff.

*See SETTLEMENT: Page 2*

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# Boards split on fixed allocation

THE BUSINESS BOARD has recommended an annual appropriation of at least one percent of the operating budget to establish a capital renewal fund.

The Academic Board has agreed to the creation of the fund, but says there should be no minimum annual allocation from the operating budget. Some funds should be set aside, but the decision should be made each year, in the light of budgetary constraints.

The Executive Committee of Governing Council will receive the reports of both boards June 13. It could endorse one or the other, send both to Council without endorsement or refer the matter back to the boards for further consideration.

Governing Council will receive the reports June 22, at which time it could make a final decision on the matter.

At the May 29 Business Board meeting, President George Connell opposed

the appropriation of a fixed, annual amount from the operating budget. Connell said a fixed allocation could mean damaging divisional spending cuts.

The amount should be determined each year, taking the University's financial situation into account, the president said. An unspecified appropriation will give the University more flexibility to

### We shouldn't tie Council's hands: Connell

spend prudently where needed. "We shouldn't tie Governing Council's hands," he said.

The University faces increased costs next year with a new employer health levy, pay equity payments, increased contributions to the Unemployment Insurance Commission and a higher federal sales tax, Connell said.

Business Board vice-chair Douglas Grant said a fixed annual allocation will help ease the University's capital debt burden. If a specific amount is not appropriated each year, U of T could find itself \$50 million in debt in five years, he said.

At Academic Board, June 8, Dean Robin Armstrong of the Faculty of Arts & Science opposed the establishment of a minimum allocation to the capital fund

from the University budget.

Today, one percent of the budget amounts to about \$5.5 million, enough to pay the salaries of more than a dozen professors, he said. "At a time when enrolment is at its highest we cannot accept the suggestion that another one percent be taken off the top."

The capital renewal fund itself — approved by both boards — will consolidate money for building and renovation in a single budget. The fund — for projects that cost a minimum of \$500,000 — will help the University avoid any delays involved while waiting for ministry financing and bank borrowing approvals.

To receive money from the fund, projects must be on the University's capital plan list, the repair and renovation schedule or the list of major projects approved by the Accommodation & Facilities Directorate.

Richard Criddle, vice-president (administration), told Business Board the fund will allow the University "to get on with the work right now," provide a general pool of funds for new projects and bridge financing for urgent needs.

Sources of revenue for the fund include ministry grants, designated gifts from foundations, individuals, trust funds, the Varsity Fund and appropriations from the operating budget. Investment income earned on the fund itself may provide further money.

## Settlement

Continued from Page 1

Effective Aug. 1, the extended health care plan will no longer have a maximum payment per visit or an annual maximum charge for licensed private hospitals, registered clinical psychologists, qualified speech therapists and registered masseurs.

The University did not agree to UTSA's proposal that the pension plan be indexed 100 percent. Payments are currently indexed to 60 percent of the inflation rate. The cost would have been "substantial to the University" — approximately \$1.5 million a year — said Askew. "We argued that the University should use the surplus of the pension fund to pay for it."

No agreement was reached on the implementation of recommendations from the Working Group on Policies Governing Grant-Supported Staff. Grant-supported staff are already treated as U of T employees, President George Connell said in a letter to all staff. Further, the report of the working group will not be discussed until the freeze on policy changes is lifted. Such a freeze will remain in effect pending a Labour Relations Board decision on the application for certification of administrative staff by the Canadian Union of Public Employees.

UTSA had also requested improved overtime pay. No money has been set aside for this purpose but Pathy will issue a memorandum to department heads clarifying the application of the overtime compensation policy.

## Support for students

Continued from Page 1

situation, via telephone, letters and computer links, to their compatriots. The state-controlled media has imposed a news blackout.

This is the sort of action, says Da-Hong Li, a PhD student in the Department of Civil Engineering, that will make overseas students unwelcome at home.

"The government will be unhappy with what I'm saying to you," he told the *Bulletin*. "I'm worried about the treatment I'll receive if I go back now."

Both students are considering their futures in a country that is torn by strife. The government will not welcome students who have experienced the democratic freedom being sought in China, Yang said.

Both Yang and Li feel the country will experience a period of chaos until the power struggle in the Communist party ends. If the hardliners gain control, the country will face more instability until a more moderate leader takes over, Li said.

Yang believes there are three possible scenarios — either the government hardliners will maintain control for a couple of months followed by more unrest, a moderate leader will use peaceful means to assume power or a civil war between armies will break out.

Professor Meyer Brownstone, director of the Office of International Cooperation

tion, has begun to compile a list of University faculty and students in China to be sent to the Department of External Affairs.

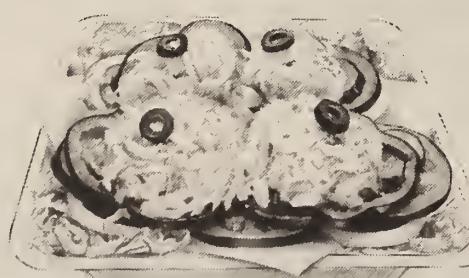
As of last Thursday, he estimated there were between 12 and 15 U of T personnel in the country. The University had been able to contact only some of them.

The Canadian government has requested all its citizens return home as soon as possible and the Canadian International Development Agency has prohibited travel to China on any of its projects, some of which involve University personnel.

Elizabeth Paterson, director of the International Student Centre, said she is seeing "a lot of frustration" among Chinese students attempting to bring their spouses or families to Canada. With only a few staff members now remaining at the Canadian Embassy, many visa applications may be in jeopardy.

Meanwhile, the U of T Faculty Association passed a motion at its June 6 meeting condemning the murder of unarmed civilians and asking that efforts be made to extend the visas of Chinese students and faculty at the University.

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### Contacting those in China

PRESIDENT GEORGE CONNELL has requested that the Office of International Cooperation compile a list of faculty members, staff and students currently in China. While a preliminary list of all those on projects or exchanges has already been faxed to the Department of External Affairs, your prompt assistance is requested in providing as complete a list as possible. Please call 978-4800 or 978-4649 with any relevant names.

Efforts have been made to contact those known to be in China. The Office of International Cooperation will assist in contacting others and in providing current information from external affairs.

## Bulletin

**Editor:** Peter O'Brien  
**Associate Editor:** George Cook  
**Writers:** Karina Dahlin, Jane Stirling  
**Editorial Assistant:** Ailsa Ferguson  
**Production Manager:** Sandra Sarner  
**Production Assistant:** David Vereschagin  
**Advertising Manager:** Marion de Courcy-Ireland  
**Advertising Assistant:** Nancy Bush

**Director:** John Aitken

Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Communications.

Submissions for publication must be in the *Bulletin* office, 45 Willcocks St., University of Toronto, Toronto, MSS 1A1, 10 days before publication date unless otherwise specified.

**Editorial Enquiries:** 978-6981

**Distribution Enquiries:** 978-4933

**Advertising Enquiries:** 978-4933

Display advertising space must be reserved two weeks before publication date.

**FAX:** 978-7430

# COU asks for health tax exemption

UNIVERSITY representatives are scheduled to meet today with provincial treasurer Robert Nixon to press for protection against the new employer health levy.

Will Sayers, director of communications with the Council of Ontario Universities, and COU president Harry Arthurs, president of York University, will ask the government to exempt universities from the levy or make rebates.

Measures that place financial burdens on universities work against the government's own funding policy, COU says, because provincial grants must pay increased costs. In 1989-90, Queen's Park increased operating funds by 7.5 percent.

The employer health levy, introduced in the May 17 provincial budget, replaces Ontario Health Insurance Plan (OHIP) premiums. Employers will pay a levy of

1.95 percent of their employees' salaries starting in January.

The change will cost universities about \$24.3 million a year. The total cost, on top of the \$13.2 million currently paid for OHIP premiums, will be \$37.5 million.

The payroll tax will have a greater impact on universities than private employers for two reasons, COU says. Universities have traditionally covered a smaller portion of OHIP costs (about two-thirds) and they have higher average salaries.

In 1987-88, the average salary of full-time university employees was more than \$40,000; the average industrial wage in Ontario was \$24,000.

While other employers can raise prices to cover the levy, increases in tuition and operating grants are under government

control.

Campus opposition to the health levy is growing.

The U of T Staff Association has added its voice to those demanding University protection from the levy. Although individual staff members will receive more net pay, future salary settlements could suffer, said UTSA president David Askew.

## Grave concern

On May 29 the University's Business Board passed a motion expressing its "grave concern" at the levy, which will cost U of T \$5.7 million next year.

The backing of the board, which contains many influential business people, will help the University's cause, President George Connell said. In a letter to Nixon, the president says that unless universities receive government assistance, the burden of the health tax will be "extremely damaging."

Alec Pathy, vice-president (human resources), said the support of the board will "strengthen the president's hand" in opposing the new measure.

The health levy, combined with other provincial and federal initiatives, such as higher unemployment insurance contributions and a higher federal sales tax (excluding pay equity), could cost U of T \$7.14 million next year.

# UTFA supports pension plan divestment

THE FACULTY association has passed a motion asking the trustees of the U of T pension plan to "take the necessary steps, including consulting the members of the pension plan, to divest the University of Toronto pension plan of South African investments."

Last month the staff association passed a similar resolution. Divestment of the pension plan is possible under new legislation passed in December. Earlier, pension plan trustees were obligated to maximize the return to the fund regardless of moral or political considerations.

There are approximately 9,000 participants in the \$801 million pension fund, \$19 million of which is invested in companies with links to South Africa. A majority of pension plan members must agree to divestment before such action is taken.

In January 1988, after a decision by Governing Council to sell the University's shares in companies with investments in South Africa, \$1.6 million of its endowment fund was reinvested.

## Breakthrough: 60% there

**BREAKTHROUGH** is a year old and has raised \$60 million towards its \$100 million goal. The figure was released by campaign chair Mary Alice Stuart at a dinner May 31 at Hart House to honour benefactors.

"It is critical to raise half of the goal during the first phase of a fundraising campaign," Stuart said. "I am delighted that we are so significantly past the half-way mark."

Breakthrough is the largest private fundraising drive in Canada. To date, individuals have contributed \$25 million, corporations \$20 million and foundations \$15 million. University alumni will be asked for pledges that could total \$25 million.

Thirty-six building and scholarly projects will receive funds, among them the Earth Sciences Centre and the David Dunlap Observatory, the *Historical Atlas of Canada* and the *Dictionary of Canadian Biography*,



MARY ALICE STUART, ALEXANDER STUART AND SUE POLANYI at the May 31 dinner at Hart House to honour benefactors.

ROBERT STAMENOV

research programs, equipment renewal and the restoration and building of classrooms, libraries and student residences.

## Discipline pending for essay buyers

SOME U of T students linked to the ongoing investigation of essay purchasing have been cleared because there was no evidence that an offence was committed, says Vice-Provost David Cook. Others will be asked to their dean's office for a discussion. This is the preliminary step before charges under the code of behaviour are laid.

A list with several hundred names was seized by police from a Toronto essay-writing service in April. It included students from academic institutions in Ontario, Quebec and Saskatchewan. Police have requested administrators not to release the number of students from each institution, says Cook.

The academic offence will most likely be "to forge or in any other way alter or falsify any academic record, or to utter or make use of any such forged, altered or falsified record."

The code of behaviour also says that "the onus and standard of proof that an alleged offence has been committed by the accused shall be the same as in criminal cases."

There is no set range of penalties for a guilty charge but the provost has recommended expulsion of students

who submit purchased work as their own.

Derek Robinson Sim, 37, and Marilyn Elizabeth Sim, 35, of Sunderland, Ont., the owners of Custom Essay Service, will appear in provincial court July 11 for the setting of a trial date. They are charged with "conspiracy to utter forged documents" and "uttering a forged document." The maximum penalty is a jail sentence of 14 years.

Constable Graham Hanlon said if the court finds the two guilty, forgery charges may be laid in the future against students who purchase essays. "Our current investigation is not geared towards students. We are trying to set a legal precedent."

Because of the large number of witnesses in the case, the North York provincial court may not be able to accommodate the trial until next May or June, he said.

Metropolitan Toronto Police actively began their investigation at the start of the 1988-89 school year. An undercover police officer, posing as a student, was able to purchase a completed essay from Custom Essay Service. Charges were laid May 29.

## Say cheese

Guests and graduates at the June 2 convocation visit Hart House for refreshments and photo opportunities.



PETER LEGRIS

# Connaught links in question

IN LIGHT of a proposed foreign merger, the University is gearing up to protect its research links with Connaught BioSciences Inc.

It will present a brief to Investment Canada in the next few weeks pointing out the historical connection U of T has with Connaught and the importance of maintaining the pharmaceutical company's research in Canada.

On March 12, Connaught BioSciences, one of the world's leading manufacturers of vaccines, announced a merger with Institut Merieux of France.

In 1972, U of T sold Connaught to

the Canada Development Corporation, owned by the federal government. The sales agreement said the University has a right to ensure Canadian ownership of the company.

Professor Jim Keffer, vice-president (research), said U of T must continue to play a vital part in the company's research and development activities.

"The proposed merger makes good business sense but we want to protect the intellectual capital Connaught has accrued over the years and ensure this remains in Canada."

Investment Canada will decide if the merger is beneficial to Canada in terms of economic activity and research and development. If the regulatory body approves the plan, the University hopes its position will be taken into consideration.

Meanwhile, a Calgary group is planning a purchase offer for Connaught. Professor Robert Church, a geneticist at the University of Calgary, is gathering a group of backers to support the offer for the pharmaceutical company.

Keffer said he has heard the Calgary bid is "a very real prospect" but the merger decision will remain with the company's shareholders. "We're proceeding as if nothing has changed."



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## Political will

Massachusetts governor Michael Dukakis is besieged by students, faculty and reporters after his lecture May 31 at Hart House.



JEWEL RANDOLPH

# Teaching physicians want more political clout

PHYSICIANS who hold teaching positions at the University are banding together in an attempt to secure political clout.

The Clinical Teachers Association of Toronto (CTAT) will provide doctors with a "unified voice" in the University community and through to government," said Dr. Paul Dorian, chair of the new association and a professor in the Department of Medicine.

Most clinical teachers do not belong to the U of T Faculty Association and are not part of its bargaining process. Without a form of political representation or even physical presence on campus (most teach only at hospitals), they find their voices are not being heard at the University, Dorian said.

The association will address issues such as the physician-academic role and financial matters.

It will also discuss proposed changes in remuneration for clinical teachers. Health minister Elinor Caplan recently announced plans to develop a new funding mechanism for physicians who teach.

Currently, clinical teachers receive a salary from their university and also receive income from billings to the Ontario Health Insurance Plan (OHIP) for the care provided to hospital patients.

The university sets a limit on how

much money clinical teachers can collect a year when the salary and OHIP payments are combined. The remaining OHIP money goes to the university, which makes the funds available for research and teaching projects.

Caplan has not decided on a replacement scheme but has suggested the possibility of putting doctors who teach on a fixed salary.

Dorian said members of the association are concerned an alternative financing mechanism could cut back on university research and teaching dollars.

The association had its first meeting last December. It is now recruiting members from the 1,500 clinical teachers in the city affiliated with 10 hospitals. About 500 have joined.

The formation of clinical teacher associations is a province-wide movement; similar groups have formed at other medical schools.

## OCUFA awards

JACK STEVENSON of the Department of Philosophy and David Hunt of the Department of Applied Psychology at OISE are among 13 professors from Ontario universities to receive Ontario Confederation of University Faculty Associations (OCUFA) teaching awards for 1988.

The awards, honouring excellence in university teaching, were presented at a dinner in Guelph June 8 by John Starkey, president of OCUFA.

Winners are selected for superior work in classroom/laboratory instruction, for course preparation, team teaching and audio-visual presentation. This year's winners were selected from nominations submitted by faculty members, students, deans, administrators and alumni.

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## Editor's Notebook

**Kay Takenaka**, ceremonials assistant for the past 25 years, has been a familiar and friendly face to many graduates over the years. As part of her recent retirement celebrations, she was feted by about 200 of her admirers May 30 at the president's house.

Among those present was former U of T president **John Evans**, who read his poem, "Ode to the Simcoe Hall Fire Cracker, Kay Takenaka," which ended:

No institution can look great  
Without a top-notch backer  
Who filled that role at U of T?  
That cracker, Takenaka.

She was also presented with a "Master of Ceremonials" degree.

\* \* \*



**Sandy Brown**, executive secretary of convocation at Trinity College, recently had a graduation adventure of a different sort. She recounts in the *Trinity Bulletin* her ordeal with a thief trying to make off with the convocation cash. She calls her piece "Mother, Were You Wearing Ugly Shoes?" after the question that seemed most important to her daughter after all the ruckus had died down:

"Daughters ask impudent questions sometimes. The fact that I was still winded hours after chasing the thief out of the Office of Convocation, and that three Trinity students had answered my calls for help and had chased the villain in hot pursuit and that no, we hadn't caught the thief, but yes, we did retrieve the cash box with all the cheques to Convocation inside, and that the Police had come and I had had to go down to the wonderful new Metro Police Station and look at mug shots — none of this seemed important to her at all. Simply, she wanted to know what I was wearing on my feet!"

"Well, you can't run after a thief,

chasing him first through Macklem, then through Whitaker, then into the Quad, through Henderson Tower, up Philosophers' Walk to the Music Building in high heels, now can you? Just as there are shoes to wear to annual meetings of Trinity Corporation, and shoes to wear to sherry, and shoes to wear to church, so there are shoes to wear to the Office of Convocation on those days when a robbery is scheduled. Yes, I was wearing 'ugly' shoes.

"My thanks to the three Men of College, Tony Bassett of Divinity, Nick McHaffie '90 and Don Henderson '91 for being able to run faster than I. And my apologies to the Faculty of Music who must have thought we were doing an open air winter rendition of *Die Valkyrie*, all five of us racing north, with the Executive Secretary of Convocation at the end of the procession waving her arms and yelling 'Help! Thief!'"

\* \* \*

**Father James McConica**, president of St. Michael's, was in Rome recently to attend a meeting of heads of major Catholic universities around the world. The group was brought together to examine, criticize and revise a draft report intended to advise Pope John Paul II in the preparation of an apostolic constitution on Catholic universities. 160 heads of universities and 15 bishops attended.



\* \* \*

In response to my May 29 Notebook recounting a long-lost letter, someone from the library sent me info on three "overdue book" notices that it had mailed to one "Kirby John Evans" in 1978 (no relation, I think, to the above "John Evans"). The post office returned the notices to the library because they were "quite old." The library thinks that the post office probably went to unnecessary trouble: it seems the items were returned some time ago, perhaps way back in the 70s.

## Policy changes smooth capital projects path

THE BUSINESS and Academic Boards have approved policy changes designed to smooth the process of planning and implementing capital projects.

In the past, user and implementation committees were composed of different people with different priorities. In future the two will be linked: plans and commitments made by users will be instructions to those responsible for implementation. Some people will sit on both committees.

At its May 29 meeting, the Business Board approved a revised policy on the implementation of capital projects, called Steps in the Execution of Capital Projects. It deals with financial controls, the selection of architects, the appointment of a project coordinator and other matters.

In March, the Academic Board adopted a policy dealing with project approval. Governing Council will consider both policies June 22.

The new policy on execution provides for earlier involvement in the approval process by the Business Board, which will now be able to comment on plans be-

fore working drawings are prepared. Prior to the changes, the board could not comment until the project was ready for tender.

A further measure provides the means to control cost over-runs on projects worth between \$500,000 and \$20 million. If the real cost exceeds five percent of the allocation, the appropriate committees will reconsider the plans and assess the need for more money.

In addition, a Capital Projects Review Group has been formed for a one year trial. The group will consist of four members of the Planning & Priorities Committee (which reports to the Academic Board), four members of the Business Board and senior administrative officers.

It is designed to increase members' knowledge of capital projects, in order to help them answer questions and provide guidance during board discussions.

The group will evaluate the priority of projects in relation to the University's capital plan and monitor the progress of the projects under way.

## Reunion

Several thousand alumni returned to U of T June 1-4 to celebrate the anniversaries of their graduation. The honoured years were 1919, 1929, 1939, 1949 and 1964, although all alumni were invited. One of the most popular activities was the garden party held at the president's residence June 3. Mary Kent from UC was chair for Spring Reunion 1988.



JEWEL RANDOLPH

## Renovations approved for Highland Ave. residence

THE PRESIDENT'S residence will undergo renovations to make it better suited for fund raising, social and cultural events. The work will cost approximately \$500,000.

At its meeting June 8, the Academic Board approved a plan of improvement for 93 Highland Ave. Dean Robin Armstrong of the Faculty of Arts & Science said he supported the motion in principle but noted that it did not identify the source of funding. He said external funding should be sought.

Joan Randall, chair of Governing Council, said a "substantial donation" had already been made towards the refurbishing. She pointed out that the future of the president's residence was considered by a committee under the aegis of her office, not by the president himself.

The house was purchased in 1956 for \$150,000 to provide suitable accommodation for the president and to house the various functions associated with the office. However, it was not built for this dual purpose and no major modifications have been made since the University purchased it.

Today the value of the Rosedale residence is approximately \$4 million. The building and the 3.3 acres of land around it are maintained by the Physical Plant Department at an annual cost of \$120,000.

The president hosts an average of one function a week and sees about 5,000 people annually. The operation of the house places large demands on the president's spouse, said the proposal submitted to Academic Board. Therefore, in addition to physical improvements of the house, a ceremonials and protocol officer will be appointed within the Office

of the President. A "house committee" will also be established to advise and assist the president's spouse and the protocol officer in running the public functions at 93 Highland Ave.

## Disabled get gov't funding

THE UNIVERSITY will receive more than \$800,000 to improve accessibility for students and others with disabilities.

The provincial government announced June 6 it will provide \$4 million in funds for Ontario universities. U of T's portion — \$808,000 — is the largest single allocation.

This is the first time the Ministry of Colleges & Universities has directed such funding specifically to those with disabilities.

Eileen Barbeau, coordinator of the Office for Services to Disabled Persons, plans to use the money for two purposes — improving the environment for the disabled and informing the University community of their abilities.

The funds may be used to buy computer equipment, hire staff, hold workshops and forums and advertise services.

The initiatives will encourage people with disabilities to enrol at university, Barbeau said. Her office deals with 250 people on campus with visual, learning and hearing impairments.

She said she hopes the money will be made available on an annual basis. "I'm afraid of raising the expectations for incoming disabled students," she said. If money isn't available in the future, programs may be discontinued.



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Star-gazing - Kite-flying  
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Buses leave Hart House at 11:00 a.m. Saturday  
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# Accidents increase but days lost decrease

THE NUMBER of accidents at the University resulting in lost time increased slightly in 1988 but the total number of days lost due to injury has decreased.

Statistics released in the environmental health and safety annual report for 1988 show there were 121 lost-time accidents, compared to 116 the previous year. However, the total number of days lost was 1,420 compared to 2,191 in 1987.

The annual report was presented at the May 29 meeting of the Business Board.

The number of accidents requiring health care (but no lost time) was 127, up from 98 in 1987.

About 58 percent of the lost-time accidents were due to cuts and abrasions; 33 percent to back injuries, strains and sprains; and nine percent to occupational hazards such as noise-induced hearing loss. Costs paid by the Workers' Compensation Board, as of Jan. 30, were \$432,748.

A noise control program was developed and tested on 49 U of T Press

employees in Downsview. The program includes measures that test individual noise-level exposures, hearing tests, training in the correct use of hearing protectors and engineering controls to reduce exposure.

Thirty-seven percent of those tested showed evidence of early noise-induced hearing loss. Two cases were referred to the Workers' Compensation Board for further evaluation.

A priority list of high noise areas has been developed and workers in two of these locations — the Division of Laboratory Animal Science and the central steam plant on the downtown campus — will participate in the program this year.

The establishment of the Workplace Hazardous Materials Information System (WHMIS) took more time and manpower than any other single issue, said David Gorman, director of the Office of Environmental Health & Safety.

The hazardous materials information system requires the preparation of inventories and labelling of dangerous materials, the provision of data sheets explaining how to safely handle the compounds and employee training sessions. The education component for faculty, graduate students and administrative and technical staff will continue this year.

Hepatitis B were started. Thirty-eight animal handlers were immunized for rabies. Hepatitis B immunization for employees in the Faculties of Medicine and Dentistry will be pursued this year.

U of T police reported 1,089 crimes

in 1988, a 4.5 percent decrease from 1987. About 66 percent of the crimes involved the theft of personal property (especially purses and wallets) left unattended by the owners. Thefts of computers and computer parts accounted for a large part of the University's losses.

The total value of stolen property (personal and University) amounted to \$258,509, a decrease of \$23,582 from 1987. During 1988, 58 people were arrested.

## Public and community relations moving

U of T's Office of Public & Community Relations will be moving from Simcoe Hall to the second floor of 21 King's College Circle June 16. Telephone numbers are unchanged.

### Touring

Elizabeth Clifford, David Kimmel and Jeremy Goldman, UC undergrads, lead this summer's tours of the downtown campus. The tours leave from the Map Room at Hart House Monday to Friday at 10:30 a.m., 12:30 and 2:30 p.m. They continue until August 31. For more information call 978-5000.



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In the Quadrangle  
Thurs.: 7:00 p.m. - 1:00 a.m.  
June 29 - Aug. 10

PCB (polychlorinated biphenyl) waste has been consolidated at the Institute for Aerospace Studies in Downsview. The University is currently awaiting approval to expose low-level contaminated oil to a chemical destruction process.

A total of 268 permits for use of radioactive substances were approved. Although a number of laboratories using these substances experienced contamination, all problems were dealt with safely.

The health and safety office implemented an asbestos control program that included training courses, written procedures for working with asbestos and the purchase of protective equipment. Air monitoring was carried out in the Medical Sciences Building, Sidney Smith Hall, the Galbraith Building and Flavelle House. Detailed surveys of other major buildings will be conducted this year to identify and document the presence of asbestos.

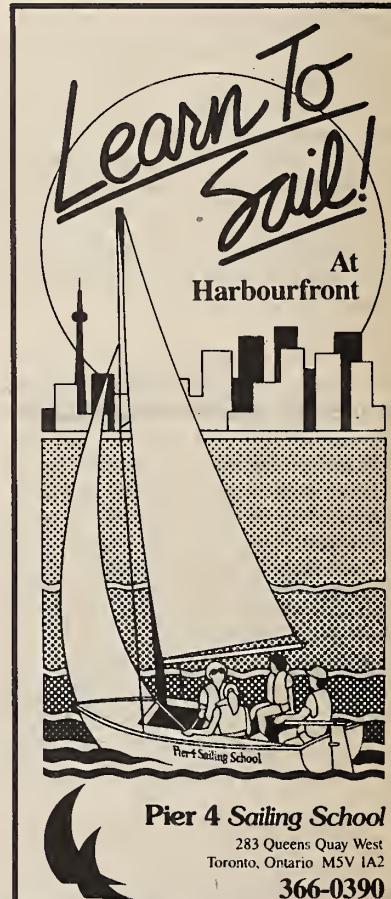
The Ministry of Labour inspected three buildings on the St. George campus and Erindale College. It issued 26 orders for a variety of matters ranging from improper securing of compressed gas cylinders to consumption of food and drink in laboratories. All orders have been complied with.

### Fair treatment

An Acquired Immune Deficiency Syndrome (AIDS) policy was developed. The policy strives to alleviate fear surrounding the AIDS issue and to ensure fair and equitable treatment of anyone who has AIDS or the human immunodeficiency virus.

Under the University smoking policy, 62 of 100 buildings on the three campuses have policies in place. Twenty-seven of these are totally smoke-free buildings and 35 have designated smoking areas.

Immunization programs for rabies and



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# Victims' fear, guilt concern Adamson

by George Cook

AFTER sexual harassment itself, guilt and fear are Nancy Adamson's most stubborn opponents. In her first year on the job, the University's sexual harassment officer has had to deal with many people subjected to verbal and physical harassment. Almost always, the victims blame themselves. In an interview at her office in the Tip Top Tailor Building at College St. and Spadina Ave. last month, Adamson described the reaction.

"It's a very rare person who doesn't blame herself. She comes in saying 'this is happening to me' and then she denies it. 'It must have been a joke, an accident; he didn't really mean to kiss me.' She's afraid of naming the situation for what it is."

Through counselling, victims are usually able to name the situation and begin to come to terms with the betrayal of trust it represents. But then the fear begins, especially for graduate students. "They are terrified to make a formal complaint because they feel that through the grapevine their careers will be damaged, if not ended. There is a possibility that someone will call a friend if it is



JEWEL RANDOLPH

Nancy Adamson

known you are applying for a job at a certain university and say: she may look good on paper, but she's a real trouble maker."

Many problems are resolved by simply saying no, but that can be difficult.

Continued from Page 1

In three of the six, the complainant was a female undergraduate, the respondent a male undergraduate. In one case there were two complainants — a female faculty member and a male graduate student; the respondent was a male undergraduate. And in one case, the complainant was a male graduate student, the respondent a male faculty member.

Adamson also received reports of four cases of sexual assault, two of which occurred in University residences during last year's orientation. A fifth case involved physical assault of a female graduate student by a male graduate student; the incident took place on University property.

Most of those who contacted the sexual harassment office since it opened in March 1988 were female undergraduates on the St. George campus. Adamson made 242 contacts, on the telephone or in person, with formal and informal complainants and others from the St. George campus, 39 from Erindale College, 33 from Scarborough.

The conditions described in Adamson's report match those elsewhere. "Recent studies at Canadian universities indicate that approximately 20 percent of female undergraduate students ... and 60 percent of female graduate students experience sexual harassment during their university careers."

The report says the time limit on complaints should be extended to six months. At present a complaint must be

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June 25 —	SANDRA YOUNG TANGJERD London, Ontario
July 2, 9, — 16, 23	SYDNEY J. SHEP University carillonneur
July 30 —	JANET TEBBEL Philadelphia, Pennsylvania

at SOLDIERS' TOWER, Hart House Circle, U of T  
978-2021

filed within four months of the incident.

"I have been in a position of having to tell complainants that they must decide immediately whether or not to make a formal complaint or lose that right," Adamson writes. "I don't think anyone benefits from that kind of hurried decision."

The report also recommends that the Sexual Harassment Hearing Panel should apply a civil, rather than a criminal, standard of proof when ruling on the validity of complaints. U of T is the only post-secondary institution in the country to apply criminal standards of proof in harassment cases.

"A criminal burden of proof is ... unduly rigorous for situations in which there are rarely witnesses or written evidence to support a complainant's allegations. Sexual harassment is such an insidious problem precisely because it occurs in private...."

"Canadian courts [and] federal and provincial human rights commissions ... consider sexual harassment a civil offence

If no isn't enough, mediation can occur. "Most people want to settle in mediation, where there's no finding of guilt, no penalties other than what the two parties agree to. Usually they agree to the obvious things: an end to the behaviour, an apology.... There are many situations in which someone is being sexually harassed, but the harasser is not doing it deliberately and knowingly."

University policy provides a formal mediation process if informal discussion fails. At this stage, the parties choose a mediator acceptable to both. "I often recommend to them that they choose a man. In some situations the sex of the mediator does make a difference. I give them a range of choices. They can go out and find their own mediator. Chaplains are the most popular choice."

Adamson does not advise those who come to her to make a formal, written complaint, even when she believes they have a strong case. "Some people sit here and they tell a story and my gut reaction is: make a complaint. But I cannot and do not and will not say that."

"I'm not here to say, 'you're absolutely right, he's a terrible guy.' That's not my role at all. I provide information and counselling and if the complainant decides to pursue the situation to a formal complaint, I'm obviously involved at the first stages."

"I'm an intermediary whose job isn't to be an advocate for either the respondent or the complainant, but to facil-

tate the use of the procedures.... I think complainants often feel I am there for them, so this is something I have to make clear."

Her position demands a balance between sympathy for the complainant and neutrality. "In many other universities, the sexual harassment officer is an advocate for the complainant and usually has nothing to do with the respondent. I often end up seeing as much of the respondent as I do of the complainant, but that tends not to be the public perception."

## Stereotypes

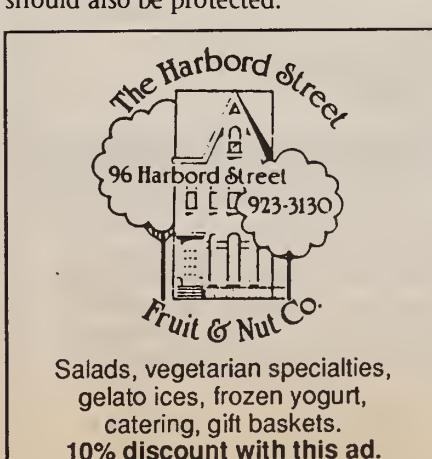
Adamson has also had to come to terms with the fear of male faculty members in general. "I think faculty members believe they're always on the receiving end of a complaint. They have a lot of stereotypes about sexual harassment and the policy.... About half the cases I deal with are student-student harassment, or peer-peer harassment. Students and staff can and do harass faculty."

"The faculty is very nervous so it's been difficult for me to get into departments to talk to them. For a long time I couldn't figure it out. Here we had a new policy, a controversial policy: why didn't they want to talk to me about it, if only to tell me what a rotten policy it is? Finally a male faculty member said: 'Don't you understand? Many male faculty members think that if they came to a meeting about sexual harassment and the policy, it would be an admission of guilt.' Well, that's ridiculous! I would never assume that coming to talk about a policy indicates anything other than a desire to know more about it."

"Next year I'll probably ask the deans to strongly encourage the chairs to either hold a special meeting or come up with some way to talk about this."

The report also suggests that:

- The Human Resources Department should open discussions with campus unions to bring contracts in line with the University's policy on sexual harassment.
- OISE, the federated colleges and the Toronto School of Theology — not fully covered by the policy — should adopt it with amendments designed to meet their institutional needs.
- The panel should be able to call witnesses who support neither the complainant nor the respondent. At present, witnesses must appear for one party or the other.
- Administrative staff who make complaints should be protected from penalty in the course of job evaluations and the assignment of merit pay. Witnesses should also be protected.



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## Events



Ceramic sculptures by Susan Low-Bear are on exhibit at the Justina M. Barnicke Gallery June 15 to July 13. Above: "One Might Go There." Right: detail of "Diffusing Landscapes."

### Convocations

#### Convocation Hall.

Monday, June 12  
St. Michael's and Innis Colleges; honorary graduand Joseph John Barnicke will address Convocation. 2.30 p.m.

Tuesday, June 13  
University and Trinity Colleges; Principal G.P. Richardson, University College, will address Convocation. 10.30 a.m.

Faculty of Music, Victoria College and Bachelor of Commerce (excluding those who have chosen to graduate with their college group and students from Erindale College); honorary graduand Nicholas Goldschmidt will address Convocation. 2.30 p.m.

Wednesday, June 14  
Faculty of Forestry, New and

Woodsworth Colleges; Principal A.M. Kruger, Woodsworth College, will address Convocation. 2.30 p.m.

Thursday, June 15  
Erindale College; Prof. Pamela Stokes, director, Institute for Environmental Studies, will address Convocation. 2.30 p.m.

Friday, June 16  
Faculties of Law and Education; honorary graduand Hon. Mr. Justice Frank Iacobucci will address Convocation. 10.30 a.m.

School of Architecture & Landscape Architecture and Faculty of Education; honorary graduand Eberhard Heinrich Zeidler will address Convocation. 2.30 p.m.

### Seminars

**Phenylarsine Oxide and the Mechanism of Insulin Stimulation of Glucose Transport.**  
Wednesday, June 14  
Prof. Malcolm N. Jones, University of Manchester. North classroom, Toronto General Hospital. 5 p.m. (Banting & Best Diabetes Centre)

**Misconceptions and Paradoxes in Maintenance Management and Optimization.**  
Wednesday, June 21  
Prof. David J. Sherwin, University of Birmingham. 310 Rosebrugh Building. 3 p.m. (Industrial Engineering)

**Historical Aspects of the Algebraic Theory of Quadratic Forms.**  
Tuesday, June 13  
Prof. Enzo Gentile, University of Buenos Aires. 1070 Sidney Smith Hall. 4 p.m. (IHPST)

### Meetings

**Business Board.**  
Thursday, June 15  
Council Chamber, Simcoe Hall. 4 p.m.

**Governing Council**  
Thursday, June 22  
Council Chamber, Simcoe Hall. 4.30 p.m.

### Colloquia

**Numerical Models of Jets from Young Stars.**  
Wednesday, June 14  
Prof. Jim Stone, University of Illinois. 203 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

of Delaware. 303 Victoria College. 3 p.m. (IHPST)

**The Hibernation Scenario of CVs.**  
Wednesday, June 21  
Mike Shara, Space Telescope Science Institute. 203 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

### Music

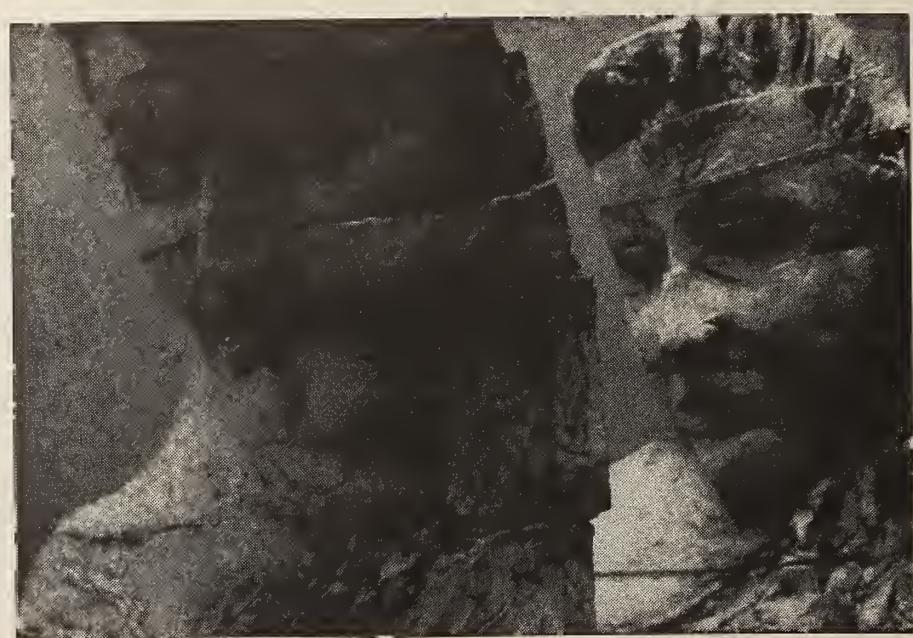
#### ROYAL CONSERVATORY OF MUSIC

**Choral Master Classes.**  
In cooperation with the Faculty of Music and in conjunction with the 1989 International Choral Festival. Classes held at the Edward Johnson Building, Faculty of Music. Tickets \$5 per class at the door.

Monday, June 12  
Extended Vocal Technique and Electronics: A Practical Demonstration for Singers and Composers, Electric Phoenix; fourth in series of seven. Walter Hall. 3.30 p.m.

Friday, June 16  
Penderecki on Penderecki, Krzysztof Penderecki, composer; fifth in series of seven. Walter Hall. 12 noon.

Thursday, June 22  
An Introduction to Bach's Mass in B Minor, Helmuth Rilling, conductor; final in series of seven. Walter Hall.



### Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:  
Issue of June 26, for events taking place June 26 to July 24: Monday, June 12  
Issue of July 24, for events taking place July 24 to August 21: Monday, July 10

### ROBARTS LIBRARY

#### The French Revolution in Posters.

To June 30  
A collection of posters to celebrate the bicentennial of the French Revolution; co-sponsored by the French cultural service of the consulate-general of France. Main Display Area. Hours: Monday to Friday, 8.30 a.m. to 12 midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m. (Public & Community Relations)

### THOMAS FISHER RARE BOOK LIBRARY

**1789: Année de la Liberté.**  
To August 31  
An exhibition of books, pamphlets, plays and other materials relating to the first year of the French Revolution. 1st and 2nd floors. Hours: Monday to Friday, 9 a.m. to 5 p.m.

### JUSTINA M. BARNICKE GALLERY, HART HOUSE

June 15 to July 13  
**Telling Lies.**  
Therese Bollinger, works on paper. East Gallery.

**Susan Low-Bear.**  
Ceramic sculpture. West Gallery. Gallery hours: Monday and Friday, 11 a.m. to 6 p.m.; Tuesday to Thursday, 11 a.m. to 8 p.m.; Saturday and Sunday, 1 to 4 p.m.

### Miscellany

#### Campus Walking Tours.

To August 31  
Hour-long tours of the downtown campus conducted by student guides. Map Room, Hart House. 10.30 a.m., 12.30 and 2.30 p.m., Monday to Friday. Information: 978-5000.

Psychiatry Research Office, 929-2221, ext. 2455.

**Scheduling Workshop.**  
Friday, June 16  
A one-day workshop sponsored by the Research Group on Scheduling; a series of informal presentations. 310 Rosebrugh Building. Information: 978-8661. (Industrial Engineering and Management)

### Carillon Recitals.

Sunday, June 18  
Milford Myhre, Bok Tower, Florida.

Sunday, June 25  
Sandra Young Tangjerd, London, Ont. Soldiers' Tower. 7.30 p.m.

## Recommended dining

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## Research Notices

For further information and application forms for the following agencies, please contact ORA at 978-2163.

**Health & Welfare Canada**  
Revisions to eligibility conditions have been made to the NHRDP Career Awards Gule 1988-89 under both the post-doctoral fellowships and national health research scholar award programs. Copies of the changes may be obtained from ORA, together with application forms.

The deadline for all career award applications remains *July 31*.

### Notice to Investigators Using Animals in Research/Teaching

Effective July 1, two new forms are to be used to secure the approval of the University Animal Care Committee (UACC):  
(1) for an original submission (red cover page);  
(2) for renewal or modification of an existing protocol

(brown cover page). Investigators may obtain these forms from their University department or ORA. Old protocol forms will not be accepted after July 1.

Questions concerning the use of the new forms should be directed to the University veterinarian at 978-6423, or the secretary of UACC at 978-2163.

### Upcoming Deadline Dates

Canada Council — Killam research fellowship; Isaac Walton Killam Memorial Prize nominations: *June 30*.

Canadian Diabetes Association — research grants: *July 30*.

Canadian Foundation for AIDS Research — research grants (anticipated deadline): *June 30*.

Canadian Nurses Foundation — small research grants: *July 31*.

Deafness Research Foundation (US) — new research grants: *July 15*.

Health & Welfare Canada (NHRDP)/MRC/IDRC — collaborative AIDS research special competition (letters of intent): *any time (please note* IDRC applications to Office of International Cooperation); career awards (post-doctoral fellowships, national health research scholarships and scientists, visiting scientists): *July 31*.

NARSAD — (schizophrenia and depression) established investigator award (letters of intent): *June 15*.

NSERC — 1989 microelectronics fund: *June 30*; Steacie prize nominations: *October 2*.

Ontario Ministry of the Environment — research grants: *June 15*; pesticide advisory committee: *June 30*.

SSHRC, Research Communications Division — aid to occasional scholarly conferences in Canada (Oct-Feb): *June 30*.

## PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

**Friday, June 16**  
Monique Andrée Adriaen, Department of French Language & Literature, "De la connaissance de l'Intonation." Prof. P. Leon.

**Monday, June 19**  
Celine Goulet, Institute of Medical Science, "Risk Factors Associated with Preterm, Premature Rupture of Fetal Membranes." Prof. S.M. Abel.

**Tuesday, June 20**  
William Durante, Department of Pharmacology, "Cardiovascular Alterations in a Strain of Spontaneously Diabetic Biobreeding Rats." Prof. F.A. Sunahara.

Natalie Joan Lazarowich, Department of Chemistry, "Dinitrogen and Hydride Complexes of Molybdenum with Phosphorus and Sulfur-Donor Coligands." Prof. R.H. Morris.

Nancy Traill, Department of Comparative Literature, "The

Fantastic for the Realist: The Paranormal Fictions of Dickens, Turgenev and Maupassant." Prof. P.W. Nesselroth.

**Thursday, June 22**  
Stephen Edwin Anderson, Department of Education, "The Management and Implementation of Multiple Changes in Curriculum and Instruction." Prof. M.G. Fullen.

Robert William Johnson, Department of Botany, "Biophysical Studies on Maple Sap Flow." Prof. M. Tyree.

Stephan Reebs, Department of Zoology, "Effects of Nonphotic Factors on the Circadian System of House Sparrows and Syrian Hamsters." Prof. A. Fleming.

Egya Ndayinane Sangmuah, Department of History, "The United States and the French Empire in North Africa, 1946-56: Decolonization in the Age of Containment." Prof. R.W. Pruessen.

**Friday, June 23**  
Michael Stanley Kobrin, Department of Clinical

Biochemistry, "Transforming Growth Factor Alpha in the Pituitary." Prof. J.E. Kudlow.

**Monday, June 26**  
Kwok Yui Chow, Faculty of Pharmacy, "Crystal Modification of Griseofulvin Using n-Alkanoic Acids." Prof. D.J.W. Grant.

Edith Sarah Klein, Department of Political Science, "The Public Policy Process in Yugoslavia: The Case of Educational Change." Prof. G. Skilling.

Dimitrios Stefanidis, Department of Chemistry, "Rate-Equilibrium Correlations for the Deprotonation of Carbon Acids." Prof. J.W. Bunting.

**Tuesday, June 27**  
Sudha Jain, Department of Industrial Engineering, "Statistical Inference for Queueing Models." Prof. J.G.C. Templeton.

Jacquelyn Gale Wills, Faculty of Social Work, "Efficiency, Feminism, and Cooperative Democracy: Origins of the Toronto Social Planning Council 1918-1957." Prof. D.F. Bellamy.

**Wednesday, June 28**  
James Donald McCully, Department of Clinical Biochemistry, "Myocardial Cell Gene Regulation during the Aging and Cardiomyopathic Disease Processes: Characterization of a Syrian Hamster Myosin Heavy Chain Gene." Prof. C.C. Liew.

**Thursday, June 29**  
Marc David Lewis, Department of Education, "Cognition-Emotion Interactions in Infancy: The Development of Individual Differences." Prof. R. Case.



An Advisory Committee on Criteria for Eligibility for Student Family Housing has been established to make appropriate policy recommendations with respect to student family housing and in particular with reference to the existing stock at 30 and 35 Charles St. West.

The Committee has been asked to consider:

- Limiting the duration of tenancies in student family housing.
- The development of procedures to deal with applicants other than couples, couples with children and single parents, such as single students, students with a disability, and students who are minors and who need a parent's care, etc.
- The relevance of academic criteria and means tests for admission.
- Preference for full-time students at entry and the requirement that full-time status be normally required to continue tenancy.
- Any other policy matters.

Persons who have information, opinions or ideas on any aspect of the Committee's areas of concern are invited to communicate them as soon as possible in writing to:

Mr. Michael Dafoe, Secretary  
Advisory Committee on Criteria for Eligibility for  
Student Family Housing  
Room 220, Simcoe Hall  
University of Toronto  
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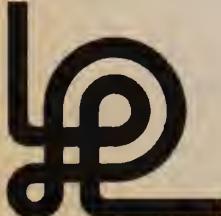
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# Don't confuse tenure and retirement

THE ISSUE of compulsory retirement of academic staff is now before the Supreme Court of Canada. It has been widely discussed, in these columns and elsewhere, in recent years but the discussion usually confuses two quite disparate matters, *tenure* and *retirement*.

The arguments for tenure I accept as sufficiently compelling, and I support its continuance. However, any sensible tenure system must have a mechanism for termination. If tenure does not terminate automatically at some chosen age, then continued employment must be on the basis of some agreed upon criteria, and termination would have to be preceded by periodic reviews to determine whether or not the criteria are met.

Such reviews would have to begin at an early enough age (say 55) to ensure their effectiveness. I am appalled at this prospect. The psychological stress and the enormous loss of productive time that would be taken by such reviews are penalties that far outweigh any possible gains. This, it seems to me, suggests the only reasonable alternative — automatic

loss of tenure at some age. Sixty-five looks quite sensible to me.

As to *retirement*, it need not necessarily follow loss of tenure and I do not think it should be automatic. There are many "retired" faculty, like this writer, who continue to work in the University on a year-by-year basis, the terms being agreed to annually by the individual and his chair or director. In this way, the willing and able can continue to serve the University if they are wanted. Those not wanted or not needed can be dropped without any formal proceedings.

I regard it as preposterous to claim that faculty members have some inherent right to continue as full-time members on full salary so long as they wish to do so. In short, I would argue for automatic loss of tenure, but oppose compulsory

automatic retirement. Retirement should be negotiated in each case following loss of tenure.

*Bernard Etkin  
University Professor Emeritus  
Institute for Aerospace Studies*

## Delicious irony

THERE IS a delicious irony in the student of zoology pointing out the moral humbug of the professor of ethics ("Don't shut out current [male] PhDs," May 29). Congratulations to Ted Byers for his courage and wisdom.

*Graeme Hunter  
Department of Philosophy*

## Classified

*Continued from Page 11*

### Vacation/Leisure

**Apartment to share July 1st.** One bedroom in a 2-bedroom 1000 sq.ft. apartment. 5-minute walk from U of T. A/C, ceiling fans, large porch, modern building, large kitchen, dishwasher, laundry downstairs, lots of windows. 58 Kensington. \$430/month + utilities. Must be non-smoking. T. Raxlen 586-0422.

### Accommodation Overseas

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### Miscellaneous

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College St. entrance). Still \$6.50 (Incl. tax) for 2 B/W Polaroid (Cash or Internal Billing only). 595-4084. Wednesday 11-1 - no appointment necessary.

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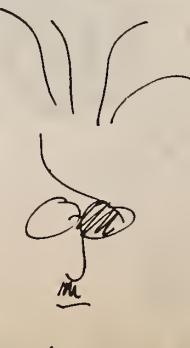
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### Accommodation Rentals Available -- Metro & Area

**Pape/O'Connor:** two 2-bedroom and one 1-bedroom apartments available in fully renovated threeplex (new bathrooms, appliances, etc.). Laundry facilities. Garden. Quiet neighbourhood. Just minutes from parks, all amenities. Downtown 10 minutes. Priced from \$887 + hydro. Can furnish. 656-2828.

**Bloor/U of T.** Luxury studio apartments in renovated Victorian house. Fireplace, sauna, laundry facilities, parking. Could be totally equipped including microwave, china, dishes, linens, TV, etc. Immediate. Call 971-6094 or leave message.

**Brand new luxury town house,** 10 minutes to King and University. 2 bedrooms, 3 baths, fireplace, air conditioning, 2 balconies, parking. Great to share, 2-3 people. King and Crawford area. \$1,400/month +. 489-5882, 223-3115.

**One-bedroom furnished apartment** for rent from September 1989 through April 1990 (precise dates negotiable). Twelve-minute walk from Robarts Library, five-minute walk from Spadina station of TTC. Suitably set up for single academic or couple, with two study areas, IBM Selectric, computer table, files. Comfortably furnished with king-size bed, stereo, TV. Very large balcony, indoor parking. No smokers. Eleanor Smollett, 924-7885.

**Bloor & Spadina.** Fully furnished 2-bedroom plus den, spiral staircase to loft bedroom, south-facing deck, parking, on beautiful Willcocks St. just south of Harbord off Spadina. \$1,600 per month. 928-1479.

**Moore Park,** furnished, newly renovated, 3 bedrooms, 2½ bathrooms, fireplace, finished basement, garage, private garden, quiet street close to good schools, 6 appliances, walk to subway at Yonge/St. Clair, no pets. Available end August/beginning September for 10-12 months, \$1,800 + utilities. Phone 486-0141 after 5 p.m.

**Attractive, bright, 3-bedroom,** furnished or unfurnished, detached house. Includes 5 appliances, garage, deck, backyard and jacuzzi. Available July 1 for 1 year. \$1,350/month plus utilities. 10-minute walk from beach. Call 469-8010 or (519) 853-1808.

**Furnished house for rent.** August 1989 to August 1990. Scarborough, Lawrence and Victoria Park. Six rooms plus recreation room. Two bathrooms. 759-9434, 471-1446. Mr. Gusz.

**House for rent.** Bloor & Castle Frank. 5 bedrooms plus: living, dining, family rooms. Charming, with garden, garage, sauna. Ideally located & zoned for MD practice at home. Available: August 1989. \$2,700/month. Call 928-3179.

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drive, swimming pool with private backyard, walking distance to shopping, schools and transit. \$1,050 (without furniture), \$1,300 furnished. Call 678-2704.

**House for rent.** Yonge and Lawrence area. 3-bedroom detached. Available July 1. Up to 3-year term. \$1,500/month. Leave message at 482-5876.

**Brunswick & Bloor.** First-floor one-bedroom flat, kitchen, living-room. Can accommodate 2 individuals. Available immediately. \$900/month including utilities. 920-3536.

**8-month term: September 1 to April 30.** Bungalow — main floor, fully furnished, 3 bedrooms, 6 appliances, garage. Location: Old Thornhill, 1 block to GO bus on Yonge St. \$1,200 monthly. Call John/Jean Moses (teachers) — days 225-7767, evenings 731-9027.

**3-storey, 3½-bedroom house,** 1½ baths, 6 appliances plus gas barbecue, country style kitchen with skylight, fully furnished, central location. \$1,500/month plus utilities. Available September 1989 to September 1990. Phone 864-1045.

**Bluffs rental Warden/Kingston Rd.** Available July 15/89. 3+ bedrooms, 2 baths, fireplace, main-floor family room, private drive, garden. On quiet street close to TTC, schools, library, park, downtown. 694-1398 after 4 p.m.

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**Bayview/Eglinton area.** Large one-bedroom (suitable for one or two) condominium for rent (reasonable) in new professional building. 5 appliances, garage, parking. Available now. Phone 282-6010.

**Avenue Road/Eglinton.** Late August 1989 (10-12 months). Furnished 4-bedroom house. Study, TV room, fireplace, 5 appliances, garage. Schools, TTC. \$1,800 +. 978-6412, 483-1086.

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(2500 square feet) in Victorian duplex. Large beautiful garden. Office space or third bedroom in finished basement with second bathroom. Walk to schools, parks, shopping, transit. \$1,950 +. 920-3998.

**3-bedroom house, fully furnished** including dishes, etc., within jogging distance of Sunnybrook Hospital, near Mt. Pleasant & Eglinton. Deep, treed, fenced garden backs on park. Appliances, broadloom, finished basement with own washroom & entrance. Sun-deck. 485-7735.

**Sabbatical house for rent.** Three bedrooms, two bathrooms, large finished basement room, sauna, whirlpool, sun-deck. Available January to June or July. In Forest Hill. Call Bonnie or John, 483-4236.

**Broadview & Danforth.** Large unfurnished 5-bedroom family home. 2 x 4-piece baths, fenced yard with deck, 5 appliances. Close to subway, shopping, schools & parks. Available July 1st to May 1990. \$1,800 + approximately \$130 utilities. Call Jan 421-3127.

**Cabbagetown town house,** 3 bedrooms, 2½ baths, furnished (optional), patio/garden, covered parking, central air, deck, sauna, fireplace, walk to shops/transit. No pets. \$1,500/month + utilities. Available July or August for 1-2 years. Call 323-0846 (evenings).

**Greenwood subway.** 15 minutes to U of T. 4 bedrooms, 2 bathrooms, spotless, semi-furnished with new furnace, walk-out to garden, parking. First & last, references. August 1st. \$1,380 + utilities. 462-0321.

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**Moore Park house for rent.** July — August 1989, 4 bedrooms plus built-out attic, fully furnished, private garden, garage, 10 minutes walk to Yonge/St. Clair. \$1,700/month, utilities and cleaning service included. No pets. 488-6370 after 5 p.m.

**Spotless three-bedroom home,** + self-contained basement apartment. Patio and garden + parking. Near to everything. \$1,600 + utilities. If preferred without basement \$1,300 +. Call 486-0910.

**Dupont/Spadina (next to subway).** Upper apartment of duplex, 3 bedrooms, \$1,300 +. Lower level, 2 bedrooms, \$1,100 +. Call 486-0910.

**Annex Coach House.** Fabulous, recently renovated, 2 bedrooms.

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**Short-term rental/Rosedale.** Fully furnished 4-bedroom house. Deck, landscaped garden, bright

kitchen, 2½ baths. Piano, stereo,

air conditioning. Friendly street near park, TTC, shops, ravine. Early July to late August. \$1,800/month. References. 923-2271.

**Large 3-storey house in South Parkdale near lake.** Furnished or unfurnished, 4 bedrooms, 2 baths, 6 appliances, fireplace, deck, large fenced-in yard & garden, steps to TTC, 1-year lease. Available fall 1989, \$1,600 + utilities. Call 531-7801.

**Yonge/Lawrence.** Lovely, fully furnished 2-bedroom bungalow. Available end-August to December 31, 1989. Full living-room and dining-room, fireplace, laundry facilities, walk-out to south garden, great neighbourhood. 5-minute walk to subway, close to shopping. \$875/month + utilities. Call 481-1238 late evenings.

**84 MacDonell Avenue** — furnished 2-bedroom + den + sunroom, laundry facilities. Rent negotiable. Short-term, June to October 31, 1989. Suitable for visiting professional with good reference. Close to TTC transportation. Call 535-1937.

**House to rent.** Lower Forest Hill Village, tudor 4-bedroom, family room, den/library, pool, sauna, 5 baths, central air, mid-August 1989 — June 30, 1990. \$3,600/month + utilities. Call after 4, 488-3861.

**St. Clair/Christie.** Newly renovated 3-bedroom main and second floors, hardwood floors throughout, skylight, 5 appliances, deck, outside patio, parking, quiet residential street near TTC. Call 657-8230 after 1 p.m. Rent \$1,570.

**Bloor & Dufferin.** Bright, spacious, architecturally renovated detached house. 3 bedrooms, washer + dryer, dishwasher, skylights, garden, 2 decks, near subway, cathedral ceiling in master. \$1,350+. July 1st. 654-1591.

**Executive apartment** — 2 bedrooms, beautifully furnished, spectacular views, air, pool, exercise room. Close to highways 400, 401, 427 — 20 minutes to downtown. Suit couple, no pets. \$1,200/month from August 3, 1989 for 1 year. References. 235-1220 weekdays.

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**Yonge/Lawrence three-bedroom detached house,** new kitchen, 6 appliances, fireplace, fully furnished/equipped, deck, garden, parking. \$1,625 plus utilities. Available late August, one year. No pets or smokers. Phone 481-6857 or 491-5050 extension 4700.

**Yonge/St. Clair,** summer only, furnished, spacious one-bedroom, twenty feet to subway, 30th floor, balcony, air-conditioned, June 20 to August 23, may be flexible. \$600. Evenings 921-7716.

**Sublet: quiet square near Bathurst/Bloor,** 3-bedroom house. Available mid-July — mid-September, negotiable. Furnished: all appliances, back garden, piano, subway 2 blocks. \$1,400/month inclusive. 531-8557.

**Furnished three-bedroom house,** Bloor and Bathurst, all appliances including dishwasher and microwave, colour television, video, walk-out deck off kitchen, fireplace. Minimum one-year lease, available July 1. \$1,700 monthly. Telephone 588-1818.

**Mt. Pleasant/Eglinton.** Fully furnished sabbatical. Charming 3-

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**Cabbagetown: Carlton St.** Charmingly furnished house. Spacious living-room, study, 2 bedrooms, beautiful garden, central air, antiques, washer, dryer, dishwasher. Non-smokers, no pets. October — May. \$1,800. A. Harris 323-3520.

**Annex — U of T.** Pleasant two-bedroom Georgian house. Ideal for professional couple. Detached, on quiet tree-lined street. Five-minute walk to U of T and subways. Veranda, back deck, fenced backyard, garage (lane access). Living-room, dining-room, family room (or third bedroom). Bright modern kitchen, luxurious bathroom with jacuzzi. Available July 1 or later, \$1,800. 964-9022.

**Thorncliffe Park area.** Two-bedroom fully quality-furnished apartment, back location, beautiful fourth-floor sylvan view, quiet, private car park sightable. All included except phone \$1,000 monthly from August 1, 1989 to August 1, 1990. 425-8718.

### Accommodation Rentals Required

**Looking for a 4-bedroom house** to rent while ours is undergoing renovation. Annex, central location preferable. August 1, 1989 — April 1990. Please call 591-1700 or 961-1376 after 6 p.m.

**Sabbatical leave July 12 — August 14, 1989.** Couple from London, UK requires furnished apartment, minimum 3 rooms, walking distance to U of T. Maximum \$1,200. Contact Dr. S.C. Cunnane, 978-8356 (days) or 532-8781 (evenings).

**Sabbatical leave April — September 1990.** Couple from France requires furnished apartment, minimum three rooms, walking distance to U of T, maximum \$1,000. Contact Dr. S.C. Cunnane, 978-8356 (days) or 532-8781 (evenings).

**Furnished three-bedroom accommodation** convenient to University or transportation beginning September/October for eight to twelve months for arriving academic and family. Please contact Cranford Pratt, Political Science 978-4003 (office), 924-8905 (home).

**Going away this summer?** Responsible, clean female will house-sit your home. Will look after plants, pets, bills, etc. Excellent references available. Extended periods preferred. Please call Lynn Kovacs at 482-6166 days.

### Accommodation Shared

**Danforth & Broadview.** Professor or mature professionals to share renovated house. TTC 15 minutes to U of T. Furnished bedroom plus deck. House has all appliances, fireplace, yard. Street parking. Non-smoking, organized, quiet. \$450. Maid included. Available immediately. Call Ken Shepard, Ph.D. 463-0423.

**Beaches.** Main-floor two-bedroom duplex; quarter block from boardwalk and lake; 80% of the time you'll have place to yourself; mostly furnished including piano; short- or long-term rental starting any time; suit mature, non-smoking female; references. \$550 inclusive, no parking. Call S. Stephens, weekdays 965-5177 or write to 37 Wineva Avenue, Toronto M4E 2T1.

**Continued on Page 10**



"*Survivors*" is from the recently published poetry collection *These Waves of Dying Friends* (New York: Contact II Publications), by Professor Michael Lynch of the Department of English. The book "is about living in a world of AIDS and having AIDS," says Lynch. It is dedicated to Bill Lewis, 18 March 1950 — 17 September 1987. Lewis was a U of T microbiologist who died from pneumocystis carinii pneumonia, an AIDS-related disease.

## Survivors

*i.*

You stretch out on the other bed, big and unrefined as a W.P.A. sculpture called *Big Boy Reading*.

You are a big boy. This is not poetry. You read a book on children and their parents I gave you with my marginalia, jotting with a hotel pen your own.

We have assembled in this divisive capitol a little reunion of three: Bill from Toronto and me from New York, reveling in the warmth that shocks the Washingtonians, you from San Francisco griping because you miss and hoped to find some snow.

*ii.*

Your legs transect the air like the *Lines* outside the Hirshhorn. You sway them practicing your teenage-hood which begins too soon next week. This trip as never before you chasten my quirks that might embarrass you in public, but sitting beside me in a cab, or on a marble bench, or anywhere, you rest one hand on my knee or throw an arm around my back and say how glad you are we're together even if our feet are sore.

*iii.*

Say what they will, this town was made to torture feet and thus the human frame. Measure a civilization by its capitol, but measure a capitol by what it does to the feet. London I suddenly respect, Not that the English care.

Washington lets nothing be measured by feet. Washington measures by yards. Even when Vermeers hang or stuffed birds perch together we weary getting to them. Because D.C. ennobles distance and denigrates the near, I love your tramping close beside me down the Mall.

*iv.*

Tonight as we dawdled along Connecticut Avenue yakking about cabs a shopwindow backlit you and cast on me your figure, grown: a sculptured pickup idling by my blousier sedan. The line of your chest brooded

**Michael Lynch**

JEWEL RANDOLPH

as the black of the rectangle in the Rothko we saw today shook against vividest apricot, the outline of your chest our future if I'm here. Tonight marks four weeks of coughing, I've begun to fret: pneumocystis, its velocity.

*v.*

I couldn't tell you this, only Bill who doesn't panic but knows the possibilities. He says by joining us how much he misses us, his sweetness pleasing us but scaring me: does something in him know it's our last time together as us three? Everything's gone so well these hints that the lab reports lie run to my face like the inversion spurring a cadenza: is our first walk through Washington our last?

*vi.*

At the airport you hold on to me as if you too knew something but today I bury that thought, think how sweet it is to be with you looking at topaz and chrysolite. I never knew stone had so many ways to capture light. In the hall of evolution you curl your tongue, from your mother, I roll mine. The hall is vast. Survival of the fittest has thrown us up against these polished rocks. We leave on different planes at the same time.

*vii.*

Eastern channels me from gate to plane, from forty to thirteen. I pass my father drooling, shying his eyes from me, his liver already stone. He knows. I buckle in my rage at his decay and his protection. Once, he would wake me with the sun and in a conspiracy of two we'd slip from the sleeping house to Rhodes's Pond to feed the sheepsheads breakfast. Mostly we caught eels. No, mostly we caught each other while the sun broke over the water and winds died into day. When I was afraid I could hold his hand.